

[IZA News](#)[About IZA](#)[Organization Chart](#)[People](#)[Research](#)[Labor Policy](#)[Publications](#)[Discussion Papers](#)[Policy Papers](#)[Standpunkte](#)[Books](#)[Research Reports](#)[IZA Compact](#)[IZA in the Press](#)[Publication Record](#)[Journals](#)[Events](#)[IZA Prize / YLE Award](#)[Teaching](#)[Links / Resources](#)[Press](#)

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Do Chinese Employers Avoid Hiring Overqualified Workers? Evidence from an Internet Job Board

by Kailing Shen, Peter J. Kuhn
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Abstract:

Can having more education than a job requires reduce one's chances of being offered the job? We study this question in a sample of applications to jobs that are posted on an urban Chinese website. We find that being overqualified in this way does not reduce the success rates of university-educated jobseekers applying to college-level jobs, but that it does hurt college-educated workers' chances when applying to jobs requiring technical school, which involves three fewer years of education than college. Our results highlight a difficult situation faced by the recent large cohort of college-educated Chinese workers: They seem to fare poorly in the competition for jobs, both when pitted against more-educated university graduates, and when pitted against less-educated technical school graduates.

Text: See [Discussion Paper No. 6848](#)



[Back](#)